West Bangal
Summary of Government desion
on the Recommendation of the Pay Committee

सत्यमेव जयते

Summary of Government decisions on the recommendations of the Pay Committee

The Pay Committee in making their recommendations regarding the pay scales of the various services and posts under the Government followed certain basic principles. These principles were considered by the Government and their findings were as follows :—

(*a*) The general principle recommended by the Pay Committee, viz., integration of the Dearness Allowance with the basic pay for all appointments be accepted.

It was noted, however, that if in future the cost of living went up substantially over the existing level and continued at that high level for an appreciable period without any indication of falling, the question of granting an additional Dearness Allowance over and above the pay scales now adopted would be considered at the appropriate time.

(*b*) The present incumbents of posts who were drawing pay *plus* Dearness Allowance in excess of Rs.1,100 per month may, if they so desire, continue in the same arrangement, the Dearness Allowance being treated as personal allowance. Where their pay fixed in the new scales was lower than the aggregate of the pay and the Dearness Allowance they were drawing in the old scales, they would be entitled to a personal allowance to cover the difference in the total emoluments. This personal allowance would in both cases be absorbed in future increments.

(*c*) The scales of pay for posts which now carry total emoluments (basic salary and Dearness Allowance) above Rs.1,100 per month be so revised that the new scales of pay would be broadly comparable to the existing scales *plus* Dearness Allowance. This is indicated in the last column of the statement.

It was felt that any appreciable diminution in the total emoluments now admissible to the officers would not be desirable, if suitable persons were in future to be attracted and retained in Government Service.

(*d*) With regard to special pays now being given to certain officers, the recommendations of the Pay Committee be reviewed by appropriate authorities unless in any group of cases such special pays have been incorporated in providing for the new scales of pay for these officers.

(*e*) The recommendations of the Pay Committee regarding the ad hoc compensatory allowances such as House Rent Allowance in lieu of free quarters, etc., be reviewed by the appropriate authorities later on.

(*f*) The recommendations of the Pay Committee that "the allowances for expensiveness of living in an area should be discontinued" be accepted, but the existing recipients be protected by being allowed to draw the existing allowances until they are transferred to other localities or vacate the posts.

The recommendations of the Pay Committee that "the allowance for unhealthiness of locality should be discontinued in the Duars and Terai areas" be accepted, though the existing recipients in those areas may continue to draw the existing allowance.

(*g*) Where special qualifications were required for certain posts and there was difficulty in securing suitable recruits on the scales of pay recommended by the Pay Committee for such posts, higher initial pay be granted on the revised scales or higher scales of pay altogether be devised for such posts. Such cases would, however, require Cabinet approval and would be decided in the light of circumstances then prevailing.

(*h*) The recommendations of the Pay Committee for fixing initial pays in the new time-scales be accepted subject to the modifications that in the case of all Government servants whose present emoluments do not exceed Rs.400—

(*i*) the sum of Rs.5 should in all cases be added to their present emoluments;

(*ii*) where the aggregate of the present emoluments and the sum of Rs.5 was equal to or higher than the maximum of the proposed scale, the pay in the new scale should be fixed at the maximum and in the latter case, the difference should be treated as personal pay; and

(*iii*) in fixing the pay of unmarried officers in the new scales, Dearness Allowance should be calculated at the same rate as for married officers.

2. It would thus be seen that in examining the pay scales suggested by the Pay Committee the Government were guided by the following considerations :—

(*a*) In the past the Dearness Allowance was allowed as a separate component of remuneration to meet the increased cost of living with the idea that if the cost of living went down the Dearness Allowance would also be correspondingly reduced. On present indications the prices are not likely to fall and a return to a previous norm is not now considered possible. The Pay Committee, therefore, thought that it was not necessary to retain the Dearness Allowance as a separate component of remuneration and

the Government accepted the recommendation of merging the Dearness Allowance with the basic pay. This measure would allow the benefit of a higher rate of pension to the Government servants when they retire.

(*b*) Any member of the staff who was getting his emoluments at a certain level may, if he so preferred, continue to enjoy the same without going into the new scales. This finding was due to the fact that in considering the pay scales of the various classes of officers in Government employ, the Committee were anxious to reduce the different varieties of scales under the Government and as far as possible, to rationalise them. When the Committee first took up its work, they found that there were about 143 different types of scales prescribed for persons serving under the Government and in some cases there were notable discrepancies in the wage rates of persons doing almost the same type of work but getting different rates of salaries. Therefore, the Pay Committee decided to reduce the variety of scales that came into being because of various circumstances involved in the case of appointments made from time to time and as far as possible to rationalise them. It is possible that in some cases in the process of rationalisation, individuals or groups of individuals may have been adversely affected so far as their pay and prospects are concerned. While the Pay Committee and the Government have prescribed salaries for different levels of workers according to the qualifications required for these posts and the initial pays required to be given to these individual holders of posts, it is possible that in some such cases the officers concerned may have been enjoying higher salaries than what are prescribed in the new rationalised scales. For such persons choice is given to remain in the old scale, if they so desire.

(*c*) In the case of persons who have now been drawing salary between Rs.1,100 and Rs.2,000 and who, unlike other States or the Centre, have been enjoying Dearness Allowance, it has been found that the scale suggested by the Pay Committee may fall much below the total emoluments which these officers were getting before. In order to make recruitment to these posts satisfactory, it has been decided to increase in some cases the scales that were prescribed by the Pay Committee.

(*d*) Every person whose present salary does not exceed Rs.400 will have the advantage of adding to his present salary a sum of Rs.5 before he is placed in the new scale. This would be in addition to whatever increment he is entitled to under the rules of "initial pay" fixation in the new scales.

(*e*) It has also been decided that in fixing initial pay in the new scales, the existing rule of giving less Dearness Allowance to an unmarried person compared to what is allowed to a married

person should be done away with; consequently, the Dearness Allowance of unmarried officers should, for the purpose, be calculated at the rate as for "married officers."

3. The Government have also authorised the Finance Department to frame rules within the frame-work of the recommendations of the Pay Committee as accepted by them and to take all steps for effective implementation. The various departments will then have the opportunity of pointing out:

(*i*) Omission of any posts or services from the Report of the Pay Committee;

(*ii*) Any patent anomalies;

(*iii*) Cases of individual hardship.

Necessary remedial action should be taken by the Finance Department in due course.

4. As a result of the above decisions, the pay scales suggested by the Pay Committee, have, in some cases, been slightly modified. The annexed statement shows, in brief, the existing emoluments of some of the services and posts under the Government, the pay scales suggested for them by the Pay Committee and the pay scales accepted by the Government.

5. Moreover, the Pay Committee recommended and the Government have decided that the following amenities and facilities be given to the Government servants, viz.,—

(*a*) *House Rent Allowance.*—At present House Rent Allowance is paid to Government servants stationed in—

(*i*) Calcutta (i.e., the areas within the limits of the jurisdiction of the Calcutta Corporation including the areas which were previously under the now-defunct Tollygunge Municipality);

(*ii*) South Suburban Municipal areas;

(*iii*) Garden Reach Municipal areas.

The Government have accepted the recommendation that the present House Allowance Rules be extended to the areas within the limits of the jurisdiction of Howrah Municipality and that the House Rent Allowance of Government servants in inferior service be raised from Rs.4 to Rs.5 per mensem

(*b*) *Winter Allowances.*—Government servants on pay up to Rs.400 per mensem (with marginal adjustments up to Rs.500 per

mensem) employed in the hill sections of the Darjeeling district should be paid a winter allowance on the scales as indicated below :

Pay range.	Amount of allowance per month.
Rs.	Rs.
Up to 100	... 50
101—200	... 75
201—400	... 100
Above 400 but below 500	Marginal only

The allowance should be paid on the 1st October each year to Government servants of the above classes posted in the hill areas of the Darjeeling district and expected to remain posted there during the ensuing winter.

(*c*) *Travel Concessions.*—Calcutta is now the dominant centre in the social and economic life of the State. The geographical features of the State are also such that some districts are now difficult of access, with the result that transfer to such districts has become unpopular. In order to allow relief in such cases, the Government have decided that Government servants who are liable to transfer in the normal course of their service and whose places of work are at a distance of 250 miles and above from Calcutta, should, while enjoying leave on average pay at places outside the headquarters, be allowed for journeys out and back from the places of their work, actual railway fare of the class to which they are entitled for self and the family subject to certain specified conditions.

(*d*) *Medical Facilities.*—Provision should be made for—

(*i*) domiciliary and out-patient treatment of Government servants and their families; and

(*ii*) also for hospitalisation, whenever necessary, including maternity cases.

For effective implementation of the scheme in Calcutta, it is proposed that—

(*a*) requisite number of clinics with adequate number of medical officers should be set up in the different parts of Calcutta; and

(*b*) 500 beds for Government servants and their families in Calcutta (with about 200 extra beds for patients sent from outlying areas for specialist treatment) should be set up in or around Calcutta in one separate hospital or more.

Government servants in other areas should have the same facilities through the existing Government hospitals, health centres or clinics.

(*e*) *Canteen Facilities.*—Free accommodation should be provided, where possible, for canteens to be run on co-operative basis by the staff themselves.

(*f*) *Miscellaneous Amenities.*—The following welfare measures should be adopted, viz. :—

(*i*) Promotion of Co-operative Societies (both credit and consumers), the administration helping the Societies by giving them accommodation, where available, at nominal rent.

(*ii*) Promotion of cultural and recreational activities such as sports, games, dramatic performances, etc.

6. Only in the Victoria Boys' and the Dow Hill Girls' Schools, men and women teachers are being paid at different rates. This inequality in the pay scales has been removed.

7. The revised pay scales should have effect from 1st April 1961. The extra cost involved is roughly as follows :—

	Rs.
Ultimate	... 6 crores.
For the first year only	... 3 crores.

सत्यमेव जयते



Statement showing the Scales of Pay of the various services and posts under Government

Statement showing the scales of pay of the various services and posts under Government

(*N.B.—The statement below is illustrative and not exhaustive.*)

Name of services or posts.	Number of posts.	Existing scales (including basic pay, dearness and food allowances).	Scales proposed by the Pay Committee.	Scales accepted by Government.
		Rs.	Rs.	Rs.
1. Class IV Staff :				
(*a*) Peons, Orderlies	28,779	57—62	60—75	Approved.
(*b*) Excise Peons, Forest Guards, etc. ..	4,421	60—70	65—85	Approved.
(*c*) Police Constables and Jail Warders ..	37,628	75—100	80—105	80—110
(*d*) Excise Petty Officers	186	70—85	80—105	80—110
2. Clerical Establishment :				
(*a*) Lower Grade Clerks—				
(*i*) In offices outside the Secretariat ..	2,364	100—145	125—200	Approved.
	14,080	100—180		
	2,129	115—200	125—200	134—200
(*ii*) Secretariat	1,448	125—235	125—200	150—250
(*b*) Upper Grade Clerks—				
(*i*) In offices outside the Secretariat ..	1,749	180—235	200—300	Approved.
	548	200—270	200—300	Approved.
(*ii*) Secretariat	516	200—470	225—475	Approved.

(c) Higher Supervisory posts—					
(i) In offices outside the Secretariat—					
(a) Smaller Offices	83	255—365	250—400	Approved.	
	50	255—310			
	12	200—310			
	41	200—255			
	1	175—310			
	9	245—310			
	20	230—295			
	1	225—280			
	9	200—255			
(b) Bigger Offices (such as the offices of Director of Public Instruction, Director of Health Services, etc.).	13	365—470	350—525	Approved.	
	23	340—445			
	9	310—420			
(ii) Secretariat—					
Junior Head Assistants	91	270—541	350—525	Approved.	
Senior Head Assistants	41	541—658	500—700	Approved.	
(d) Typists	1,736	100—180 115—200	125—200 with Grade I posts at 10 per cent. of the cadre on Rs.200—300 in offices where there are separate cadres for typists and where recruitment is made through the Public Service Commission. In other offices, the typists should be included in the cadre of the clerical establishment.	Approved.	

Name of services or posts.	Number of posts.	Existing scales (including basic pay, dearness and food allowances).	Scales proposed by the Pay Committee.	Scales accepted by Government.
		Rs.	Rs.	Rs.
(e) Stenographers	387	145—255	175—325	Approved.
	80	175—340	200—400	
	32	310—420	300—450	
	8	365—529	400—600	
3. Non-Clerical Establishment—				
Nurses, Grade III	1,917	55—130*	65—140*	Approved.
Assistant Sub-Inspectors of Police	2,953	105—160	110—170	125—200
Assistant Revenue Officers	391	100—180	125—200	Approved.
Under-graduate Teachers in Educational Institutions	220	100—180	125—200	Approved.
Deputy Forest Rangers : Foresters	574	100—180	125—200	Approved.
Laboratory Assistants, Compounders, Sanitary Inspectors, Vaccinators, etc.	1,878	100—180	125—200	Approved.
Nurses, Grade II	958	100—200*	125—200*	Approved.
Agricultural Inspectors	259	115—200	125—200	Approved.
Food Production Assistants	471	120—180		

Overseers : Field Assistants, etc., in the Department of Agriculture and Food Production.	121	135—180	Trained—125—200 Untrained—100—140	Approved.
Demonstrators : Fieldmen	546	85—125		
Union Agricultural Assistants	1,150	85—125		
Gram Sevaks, Gram Sevikas in the Department of Community Development and Extension Services.	1,580	115—200	125—200	Approved.
Auditors, Co-operative Societies	360	145—230	125—200	150—250
Circle Inspectors, Estate Acquisition	183	125—235	125—200	150—250
Kanungos, Grade III	140	125—235	125—200	150—250
Thana Health Visitors : Lady House Keepers : Social Workers, etc.	939	145—255	150—250	Approved.
Junior Land Reforms Officers	204	175—310	175—325	Approved.
Kanungos, Grade I	496	175—310	175—325	Approved.
Kanungos, Grade II	21	145—255		
Revenue Officers	81	145—255	175—325	Approved.
Nurses, Grade I	223	150—300*	175—325*	Approved.
Forest Rangers	132	145—285	175—325	Approved.
Sub-Inspectors of Police	3,715	195—305	175—325	200—325

*Are entitled to free food, free quarters, etc., in addition.

Name of services or posts.	Number of posts.	Existing scales (including basic pay, dearness and food allowances).	Scales proposed by the Pay Committee.	Scales accepted by Government.
		Rs.	Rs.	Rs.
Teaching staff in Educational Institutions—				
(*a*) Trained graduates in Arts or Science ..	664	175—310	175—325	Approved.
(*b*) Trained graduates with Honours or Master's degree.		180—420	200—400	225—475
Inspectors of Co-operative Societies ..	431	200—365	200—400	Approved.
Overseers and Overseer-Estimators in Engineering Establishments.	1,957	175—310	200—400	Approved.
X-Ray Technicians, Pharmacists, Sanitary Inspectors, etc.	310	200—365	200—400	Approved.
Non-Gazetted Medical Officers (Licentiates) ..	421	175—395	200—400	Approved.
Veterinary Assistant Surgeons	335	200—365	200—400	Approved.
Non-Gazetted Medical Officers (M.B.B.S. or M.M.F.S.).	432	230—445	225—475	Approved.
Inspectors of Police	441	365—470	350—525	Approved.
Subdivisional Agricultural Officers, etc. ..	366	200—365	200—400	250—550
Inspectors of Veterinary Services	62	310—529	250—550	Approved.

4. Gazetted Establishment :				
Labour Officers ; District Auditors, Co-operative Societies ; Co-operative Development Officers ; District Compensation Officers, etc. ..	769	255—529	250—550	Approved.
Lecturers in Government Colleges	291	255—588	275—650	Approved.
Research Staff in River Research Institute ..	10	255—529	275—650	Approved.
Commercial Tax Officers, Grade II	125	255—529 Selection grade 3 per cent. of the cadre on 588.	250—550	275—650
Agricultural Income Tax Officers, Grade II ..	23			
Inspectors of Excise	82			
West Bengal Junior Civil Service	402	255—529 Selection grade 3 per cent. of the cadre on 588.	275—650	Approved.
Medical Officers (Gazetted), Basic Grade ..	1,207	310—764	300—750	300—800
Superintendents of Agriculture ; Assistant Registrars, Co-operative Societies ; Superintendents of Fisheries ; Assistant Directors of Industries ; District Veterinary Officers ; Assistant Labour Commissioners, etc.	904	310—881	300—900	Approved.
Deputy Superintendents of Police	73	310—881 Selection grade 3 per cent. of the cadre on 999.	300—900	Approved.
West Bengal Civil Service (Executive) ..	281	310—999 Selection grade 3 per cent. of the cadre on 1,175.	325—1,000	325—1,000 Selection grade 3 per cent. of the cadre on 1,175.

Name of services or posts.	Number of posts.	Existing scales (including basic pay, dearness and food allowances).	Scale proposed by the Pay Committee.	Scales accepted by Government.
		Rs.	Rs.	Rs.
Superintendents of Excise; Commercial Tax Officers, Grade I; Agricultural Income Tax Officers, Grade I. Assistant Engineers in Engineering Establishments.	498	310—999 Selection grade at 3 per cent. of the cadre on 1,175.	325—1,000	Approved.
Education Service—Assistant Professors ..	309	310—881	325—1,000	Approved.
Higher Agricultural Service; Higher Veterinary Service; Deputy Labour Commissioners; Deputy Directors of Industries, etc.	125	420—1,410	400—1,250	400—1,350
Higher Education Service	90	420—1,410	400—1,250	500—1,500
Deputy Commissioners of Excise	2	646—1,410	700—1,250	700—1,350
Assistant Commissioners, Commercial Taxes ..	9	420—1,410		
Assistant Commissioner, Agricultural Income Taxes.	1	470—1,175		
Executive Engineers in Engineering Establishments	123	588—1,410		
Medical Officers (Gazetted), Selection grade ...	107	705—1,410	700—1,250	800—1,350
Deputy Administrator-General and Official Trustee	1	1,175—1,469	1,100—1,400	1,150—1,450
Director of Fire Service	1			

Associate Professors, Bengal Engineering College	7	1,175—1,469	1,100—1,400	1,150—1,450	
Director of Fisheries	1	1,175—1,586			
Superintendent, Indian Botanic Garden ..	1	1,175—1,528			
Principal, Polytechnic School	1	705—1,410			
Chief Electric Inspector	1	1,175—1,528	1,300—1,600	1,300—1,600	
Chief Inspector of Boilers : Chief Inspector of Factories.	2				
Inspector-General of Registration	1	1,175—1,528	1,100—1,400		
Associate Professors, Bengal Engineering College	2	1,175—1,763	1,300—1,600		
Proctor, Bengal Engineering College	1	1,293—1,469	1,100—1,400		
Commissioner, Commercial Taxes	1	1,528—1,863	1,300—1,600	1,500—1,800	
Commissioner, Agricultural Income Tax ..	1				
Director, Veterinary Services	1				
Commissioner of Excise	1				
Director, State Statistical Bureau	1				
Director of Mines	1				

Name of services or posts.	Number of posts.	Existing scales (including basic pay, dearness and food allowances).	Scales proposed by the Pay Committee.	Scales accepted by Government.
Inspector-General of Prisons	1	1,175—1,863	1,100—1,400	
Official Receiver : Official Assignee : Deputy Superintendent and Legal Remembrancer : Public Prosecutor : Health Service (Special Selection Grade).	31	1,410—1,863		
Director, National Employment Service ..	1			
Conservators of Forests	3	1,528—1,763	1,300—1,600	1,500—1,800
Superintending Engineers	25			
Director of Publicity	1	1,410—1,763		
Director, Dairy Development and ex-officio Milk Commissioner.	1	1,410—1,813		
Additional Directors of Industries ..	2	(*a*)	1,500—1,800	Approved.
Administrator-General and Official Trustee ..	1	1,528—2,063		
Director, River Research Institute	1	1,704—2,113	1,500—1,800	1,800—2,000
Professors, Bengal Engineering College ..	10	1,645—1,863		

Director, Agriculture and Food Production ..	1	1,763—2,063		1,800—2,000	Approved.
Conservator-General of Forests	1				
Director of Industries	1				
Director of Public Instruction	1	2,063—2,263		1,800—2,000	2,000—2,250
Chief Engineers	7				
Principal, Bengal Engineering College ..	1	1,863—2,400			

(*a*) One of the posts is held by an I. A. S. Officer on his grade pay *plus* special pay of Rs. 200. The other draws a personal scale 650—1,500 *plus* dearness allowance, i.e., 764—1,763.

WBGP-61/62-375X-1M.